Florida State University
Diversity and Inclusion
Summary

What is the Diversity and Inclusion Initiative?

*It is an effort to move diversity and inclusion even more to the forefront of our University’s agenda so that we can deliver on our mission and vision to be the university and workplace of choice.*

What is the difference between “Diversity” and “Inclusion”?

*Diversity is defined as recognizing and respecting the collective mixture of individual differences and similarities in individuals (students, faculty, staff, and others within the communities).*

*Inclusion is a practice of ensuring that individuals in an organization feel they belong, are engaged, and are connected through their work to the goals and objectives of the organization.*

Who is involved?

*The University commitment starts at the top and involves individuals at every level of the university.*

When was it launched and when does it end?

*The initiative was launched in 2007 – 2008 with the inclusion of diversity in the university’s mission and vision statements. The initiative does not end, it is a journey.*

What actions are being taken?

*The diversity initiative includes council and subcommittee members that are working on specific focus areas both on and off campus. The key focus areas are:*

- Leadership, Faculty, Staff and Student Involvement
- Education, Training and Development
- Recruitment and Retention
- Community Relations
- Communication
- Policy and Program Development
- Measurement and Reporting

Is this to address problems that exist at FSU?
No. The University is doing many things right, but wants to move our performance, innovations, and contributions to the next level, thus making us an even stronger university; a national leader.

What is the "Business Case" for Diversity and Inclusion?

FSU’s diverse and inclusive culture gives us a competitive advantage in higher education. Our climate attracts and retains diverse and talented students, faculty and staff, which enhances individual and organizational effectiveness. With changing demographics we have more minorities and women in the workplace; which has changed the dynamics and needs of employees. The same applies to our students, of which we currently have a 55% female student population. With 3 – 4 generations on campus at the same time with different expectations and needs, multiple cultures on campus, the current challenging economic climate, and the ongoing competition for talent, it is getting to the point where we no longer can do more with less, but rather, we must do the best we can with the resources we have. Our most valuable resources are our students, faculty and staff. That is why as the university and the employer of choice for many, we should be willing to embrace everything that a person has to offer, which will help us achieve the university’s mission and vision. Through Diversity and Inclusion, we can maintain the environment for all to be engaged.

How do I find out more?

For more information, visit [http://hr.fsu.edu/diversity/](http://hr.fsu.edu/diversity/)

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<tr>
<th>University Resources</th>
<th>Contact Phone Number</th>
<th>Website</th>
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<tbody>
<tr>
<td>Office of Human Resources</td>
<td>850.645.1746</td>
<td><a href="http://hr.fsu.edu/diversity/">http://hr.fsu.edu/diversity/</a></td>
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<td>Supplier Diversity</td>
<td>850.645.4737</td>
<td><a href="http://supplierdiversity.fsu.edu/">http://supplierdiversity.fsu.edu/</a></td>
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<td>Center for Leadership &amp; Social Change</td>
<td>850.644.3342</td>
<td><a href="http://thecenter.fsu.edu/">http://thecenter.fsu.edu/</a></td>
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<tr>
<td>Center for Global Engagement</td>
<td>850.644.1702</td>
<td><a href="http://cge.fsu.edu/index.cfm">http://cge.fsu.edu/index.cfm</a></td>
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What are the existing diversity achievements?
The items below outline the work that has been accomplished to-date under the Diversity and Inclusion Initiative.

- **Ensured Strategic Alignment by including Diversity in the University’s Mission, Vision, and Strategic Priorities**
- **Gained Commitment from Senior Leadership through Board of Trustees, the President and the Executive Team**
- **Determined the Scope of the Diversity and Inclusion Initiative**
  - Diversity & Inclusion of leaders, students, faculty and staff
  - Supplier Diversity Program: Reaching beyond the boundaries of our campus to include small businesses within our communities
- **Created the Framework for the Initiative**
  - Benchmarked other Florida public universities and all 62 members of the Association of American Universities (AAU) regarding:
    - Diversity and Inclusion Initiatives
    - Infrastructure
    - Program Development
    - Measurements
  - Created key focus areas:
    - Leadership, Faculty, Staff and Student Involvement
    - Education, Training and Development
    - Recruitment and Retention
    - Community Relations
    - Communication
    - Policy and Program Development
    - Measurement and Reporting
- **Developed internal subject matter expertise through external Diversity Management Certification Program**
- **Members of the FSU Executive Council agreed to serve as Champions for each Key Focus Area**
- **Nominated and appointed members to serve on the first ever university-wide Diversity and Inclusion Council**
- **Kickoff meeting of the Council facilitated by the President and the Chief Diversity Officer February 23, 2012**
- **Provided online Diversity and Inclusion training to Council Members**
- **Created Blackboard site for Diversity Council and Subcommittees**
- **Conducted Pilot Diversity and Inclusion Survey of Faculty and Staff**
- **Convened subcommittees for seven key focus areas**
- **Subcommittees assessed data pertaining to key focus area and brainstormed options for objectives**
- **Subcommittees recommended next steps to President, Executive Team, and Diversity Council**
- **Subcommittees developed Proposed Operating Plan for approval**
- **BOT Approved Operating Plan in September 2012**

- **Existing Diversity and Inclusion activities:**
Diversity Councils composed of faculty, staff, and students exist throughout the university at the College of Social Work, College of Medicine, the Magnet Lab and at the FSU Foundation.

The Oglesby Union has a student programming board that is charged with ensuring diverse and inclusive programming in the Campus Community. The Oglesby Union is governed by the Union Board who ensures that we are serving all constituents of the Oglesby Union, that we are true to the non-discrimination clause, that we are meeting the needs and interests of all involved and we are upholding the Garnet and Gold.

Equal Opportunity, Diversity, ADA & Sexual Harassment Workshops are conducted for faculty and staff.

Undergraduate courses are offered that address the importance of diversity and inclusion, including religious diversity, ethnic diversity, and gender-related diversity issues.

Diverse Leadership Mentoring Program provides students an opportunity to build skills and knowledge while attaining goals for leadership development through a formal mentoring relationship with a leadership practitioner.

The Division of Academic Affairs has both Provost and Deans' Minority Recruitment Programs.

The Magnet Lab is committed to diversity in all areas of its facility, from undergraduates to faculty, technicians to professional staff. That commitment is put into practice through the Lab's Diversity and Inclusion Action Plan, which is aimed at increasing the recruitment and retention of both faculty and students from underrepresented groups in science, technology, engineering and mathematics (STEM).

University Housing works to intentionally recruit, hire and retain a diverse group of student, graduate and professional staff members in Residence Life.

Bringing the world to Tallahassee through diverse performances at the Seven Days of Opening Nights festivals.

Sending FSU to the world through our renowned International Program’s study abroad opportunities.

The Public Relations Office publishes several publications in which they routinely feature the diversity and inclusion activities in all divisions of the College of Medicine.

Various University websites, brochures, and posters reflect messages that support diversity and inclusion within the campus and surrounding communities.

Approval of the revised EEO Statement adding sexual orientation, gender identity, and gender expression.

The Center for Global Engagement has developed a Special Academic Program bringing over 180 international students from seven (7) partner institutions to participate in an intensive 6-month program at the University and with internships at Walt Disney World. Curriculum focuses on intercultural communication and living and working in a supportive, diverse environment. University students receive training to serve as Peer Mentors in this program.

The University’s Early Head Start Program provides an educational environment for expectant families, infants, and children, which supports and respects gender, language, culture, ethnicity, religion, and family composition.
Human Resources, Purchasing and Facilities partner to support the Supplier Diversity Program

Progress against the various diversity and inclusion activities is monitored and communicated through various reports such as:

- Strategic Plan Updates
- Annual Reports
- Turnover Reports
- Affirmative Action Plans
- Florida Equity Reports

What are the goals for the future?

- To expand the pipeline of diverse and talented leaders by identifying and inviting potential faculty, staff, and students to participate in activities that will increase their cultural competence and leadership skills, resulting in increased diversity of University leadership.
- To develop a comprehensive diversity and inclusion education, training and development process for faculty, staff, and students.
- By the end of Spring Semester 2013, produce a report of recommended strategies on recruitment and retention based upon a literature survey on best practices, a review of successful programs, and examination of data on current faculty, staff, and student demographics and retention rates.
- To survey current community relations activities around campus that emphasize the University’s commitment to Diversity and Inclusion, and to work with the Communications subcommittee to highlight this information for both internal and external stakeholders.
- Identify areas within the University with potential to initiate community relations activities related to Diversity and Inclusion, and to work with other subcommittees to effect a change so that these areas of potential can be realized.
- To develop a comprehensive communication plan for Diversity and Inclusion to ensure consistency and effectiveness in communicating our mission and vision of a diverse and inclusive University.
- To establish Guiding Principles that set expectations for current policies and programs and future policy and program development for adherence to the University’s philosophy on Diversity and Inclusion.
- To conduct a comprehensive, university-wide Diversity and Inclusion survey to establish baseline data on current conditions, upon which future data may be compared, to assess progress.
- To incorporate the measurement of objectives for each of the seven (7) key focus areas into the institutional effectiveness portal so that progress for each KFA is measured in relation to the SACS accreditation process.